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ABSTRACT

In response to the large quantity of material recently produced relating to the situation of the modern woman, the Federation Employment and Guidance Service has evaluated relevant and mainly free and inexpensive material to produce the annotated bibliography, which it is hoped will prove useful to mature women and those serving them. About 100 items are listed alphabetically by title, and are annotated. They cover many aspects and implications of women as workers and include reports of studies on educational opportunities, vocational problems, and other aspects affecting women's vocational adjustment; statistical surveys of worker characteristics; bibliographies; and much other material. (SA)

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The EMERGING ROLE OF MATURE WOMEN

Basic Background Data
In Employment And
Continuing Education

A Selected Annotated
Bibliography
Primarily Of Free And
Inexpensive Materials

Prepared By
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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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INTRODUCTION

There has been an enormous growth of activities to provide women will full equality in every sector of our society. Nowhere have these efforts been more dramatic than in education and employment.

Because the changes that have occurred have been so extraordinarily diverse, it is a highly useful service to offer interested individuals and organizations with sources of information that may provide both current knowledge and aid.

Federation Employment and Guidance Service has been sensitive to the great educational and economic changes occurring in our society.

We are proud to publish this timely bibliography covering the period 1969-1975, that is designed to provide information germane to the emerging role of women in our society.

Special thanks of appreciation and indebtedness for providing extensive source materials for inclusion in this bibliography go to Roland Baxt, to Dr. Ida Linnick and Walter Duckat; to Janice Levy and Rita Cohen for their patience and skill in typing the publication; to Lester Kohs for his cover design; and to Harvey Goldman, Melvin D. Freeman and the entire staff of Federation Employment and Guidance Service for seeing this release to its completion.

Michael Saphier

MICHAEL SAPHIER, President
Federation Employment and
Guidance Service
March, 1976

P R E F A C E

It would be difficult to find a current subject that has evoked more attention than the situation of the modern woman. No aspect of their health, educational social or economic relations has been left untouched. An oceanic flood of material has gushed forth including studies on educational opportunities, vocational problems and jobs and other aspects affecting women's vocational adjustment.

Aware of the confusion usually facing lay and professional persons who wish to thread their way through this labyrinth, Federation Employment and Guidance Service (FEGS), at the initiative of our librarian, Ms. Anna Elkin, began the laborious and methodical task of evaluating relevant and mainly free and inexpensive material that might prove useful to those serving the mature woman, and to others.

Obviously, when dealing with an ever-increasing flow of material, a halt must be called somewhere and incompletion is inevitable. Nevertheless, we are confident that this bibliography will be most useful.

Additional releases related to the varied aspect of the mature woman are projected for future publication.

Requests for materials should be directed to the suppliers and not to Federation Employment and Guidance Service.

FEDERATION EMPLOYMENT AND GUIDANCE SERVICE

Richard J. Bernhard Memorial Library

215 Park Ave. South, New York, N. Y., 10003

ADVANCING THE STATUS OF WOMEN: The Role of Women's Bureaus. International Labor, June-July, 1974. Bi-Monthly. Bureau of International Labor Affairs, U. S. Dept of Labor, Washington, D. C., 20210.

Describes activities of women's bureaus and commissions on the status of women and stresses the value of assistance these groups give governments in developing policies to ensure the full utilization and participation of women in the economic life of countries around the world.

THE AGING: WHO AND WHERE. Brotman, Herman B. Perspectives on Aging, Vol. 2, No. 1, Jan-Feb, 1973, pp. 8-12. National Council on the Aging, 1828 L Street N. W., Washington, D. C., 20036.

Of the aged poor, about 65% are women. Life expectancy for women has risen, resulting in a growing preponderance over men, as women climb the age scale. For women, it is a struggle against being pushed out of the mainstream into a subculture -- a subculture of poverty and of social uselessness -- unless planning takes into account these newcomers to the ranks of the aging. These women newcomers are worlds apart from those already aged, and could easily manage if essential activity services are provided.

ALL WOMEN WORKERS. A Series of Summaries on the employment characteristics of women, by individual states, based on the 1970 Census data. Women's Bureau, Employment Standards Administration, U. S. Dept. of Labor, Washington, D. C., 20210, 1974, Pamphlets, 5-10 pp. each. Free.

These Summaries, on each of the 50 individual states, provide statistical data on age, participation in the labor force, occupational status, minority-group participation, educational attainment, marital status, number of women family heads, income, etc. Statistics for Black and Hispanic American women are reported separately. In addition to the 50 states, there are reports for the District of Columbia, the Washington, D. C. Standard Metropolitan Statistical Area, and Puerto Rico.

ALTERNATIVE NATIONAL GOALS AND WOMEN'S EMPLOYMENT. Gold, Sonia S. Science, Vol. 179, Feb., 1973, pp. 656-660.

This article examines the world of work of women in 1980, as projected by the U. S. Bureau of Labor Statistics, a pessimistic, and an optimistic variant. All three involve elements of uncertainty and require adjustments in the labor market, emphasizing the benefits of increased leisure, work-sharing, new work-leisure patterns, reconciliation between the potential effects of a no-growth economic policy and of a population stabilization policy, which increases the work force. Includes a bibliography.

ANNUAL MANPOWER PLANNING REPORT. Fiscal Year 1976. New York State and Surrounding Areas. New York State Dept. of Labor, Economic Field Services. Division of Research and Statistics. New York, N. Y., 10001, 1975.

This comprehensive analysis of employment in New York State includes Tables on " Population and Labor Force Status of Persons by Age, Sex, Race, and Ethnic Groups ". It also provides information on the employment outlook by Occupational Groups, by Age and Sex. It further identifies and and analyzes the characteristics and problems of the poor and non-poor groups in order to enhance the employability of persons in the Universe of Need.

ARE WE LIVING UP TO THE PROMISE OF AMERICA? Gallup, George, Jr. Vocational Guidance Quarterly, Vol. 23, No. 2, Dec., 1974, pp. 104-111.

Women now constitute 38 percent of all workers, and account for three-fifths of the increase in the civilian labor force in the last decade. About 81 percent of male wage earners said they were satisfied with the work they do; among women, the comparable percentage was considerably lower -- 68 percent. The author suggests seven avenues which might be explored by persons involved in vocational guidance counseling.

BACKGROUND FACTS ON WOMEN WORKERS IN THE U. S. Women's Bureau. Employment Standards Administration. U. S. Dept. of Labor, Washington, D. C., 20210, 1974, 20 pp. Free.

Contains 14 tabulations providing data on various aspects of working women in the U. S. economy. Statistics show that in 1973, 2 out of 5 women in the labor force were 35 years or over, 2 out of 5 were 45 years or over, 54% were 45 to 54 years of age, and 10% of women, 65 years and over. Facts on women family heads, educational attainment, occupation, work status, unemployment and earnings are provided.

BACKGROUND PAPERS. International Women's Year, 1975. UN Office of Public Information, Public Inquiries Unit, Room 57, United Nations, New York, N. Y., 10017, 1975, 15 pp. Single Copy. Free.

This pamphlet discusses the objectives and goals -- Equality, Development and Peace -- of the International Women's Year, 1975 program, and the special activities and programs at both the national and international levels.

THE BEST WAY TO REDUCE UNEMPLOYMENT IS TO CREATE MORE JOBS. A Policy Statement. The National Manpower Task Force, Suite 660, 1819 H Street N. W., Washington, D. C., 20006, June, 1975, 13 pp. Single Copy. Free.

This booklet sums up in brief, contact form, some of the more important Federal government programs -- public service employment, public works, employment projects, some specializing on the mature workers -- established to help alleviate the unemployment problem of some $8\frac{1}{2}$ million Americans who have been forced into idleness, and more than another million who have given up on their search for work because no jobs are available. Different types of employment are appropriate for different groups, ranging from part-time, low-activity, to more substantial employment for the disadvantaged who find no job opportunities in a slack labor market. The need for "direct job crea-

tion" to a greater extent than in the past is stressed to further help alleviate this extensive unemployment problem and to mitigate social ills such as crime and dependency -- its scale depending upon economic developments of the future.

BEYOND TOKENISM: WOMEN AS TRUE CORPORATE PEERS. Notes & Quotes. No. 416, July-August, 1974, pp. 1:4. Connecticut General Life Insurance Company, Hartford, Connecticut, 06152.

With increasing pressure for equal opportunity and affirmative action programs, corporate management is trying to minimize female-male role conflicts, and to resolve them when they occur. Currently, women tend to be caught in a dilemma of conflicting role demands. This article suggests several actions to to taken in the successful integration of males and females in exempt salary positions.

THE CHANGING ECONOMIC ROLE OF WOMEN. See Chapter 3 in "Manpower Report of the President, 1975", pp. 55-75. U.S. Govt. Printing Office, Washington, D.C., 20402, 1975, 349 pp. $4.20.

Women workers account for a substantially larger proportion of those currently unemployed than was the case in earlier recessions. This chapter describes the recent demographic and social changes affecting women's work lives, and explores some of the special problems inhibiting the full integration of work of this large segment of the labor force. A large wage differential between male and female workers persists, and women still remain concentrated in a limited number of occupations, most of them relatively low-paying. The problem of poverty and economic insecurity among female-headed families continues to grow with the increase in the number of such families. With the growth of women's commitment to work, and their rising levels of educational attainment, there is a need to remove the remaining barriers between the realities of the labor market and women's legitimate career aspirations.

THE CHANGING WORLD OF WORK AFFECTS THE GOAL OF ALL WOMEN. Feingold, Dr. S. Norman, Women's World, Vol. 66, No. 2, Nov., 1974. B'nai B'rith Women, Nat'l Office, B'nai B'rith Career and Counseling Services, 1640 Rhode Island Ave., N.W., Washington, D.C., 20036, 4 pp. Single Reprint. Free.

More than one-third of all married women are currently in the work force; for Jewish women, it is considerably higher. Jewish women are working to maintain certain standards of living for their families; their roles now include that of wife, mother and careerist. The largest number of women workers is in the age group 35-54. More than 8,000 firms are now using the 4-days work week, enabling women to return to work in increasing numbers. Most often, they seek a different career from the one they originally worked at or studied for. Values and work are being critically examined with the world of learning and the world of work being interrelated.

CHRONOLOGY OF THE WOMEN'S MOVEMENT IN THE U.S., 1961-1975. Secretariat, International Women's Year, Dept. of State, Washington, D.C., 20520, 1975, Booklet. Free. (Enclose mailing label.)

Presents highlights of the women's movement activities from Dec., 1961 to April, 1975.

CONVERGING WORK ROLES OF MEN AND WOMEN. Schwartz, Felice N. Business and Society Review Innovation. Autumn, 1973, No. 7, pp. 71-75. Catalyst, 6 East 82nd St., New York, N. Y., 10028. Reprint available.

With the diminished pressure to have large families, and to lead family-based lives, and with a life span of 75 years, an increasing number of women are reassessing, redefining, or expanding their options to choose a career in the same sense in which a man chooses a profession or vocation. A set of functions in society are no longer useful categories into which women can be divided. Companies are hiring affirmative action people and consultants to assure the appearance of compliance with federal guidelines. Men are also undergoing a change and now are no longer willing to exclude active involvement with their families, with social problems, with leisure pursuits, and life's offerings and rewards. Flexible scheduling, providing for variations in the traditional workweek will increasingly provide the key to the most productive utilization of the male and female work force.

THE COUNSELOR AND THE FEMININE PROTEST. ERIC/CAPS. Spring, 1971, Vol. 4, No. 3. ERIC Clearinghouse on Counseling and Personnel Services, Univ. of Michigan, Ann Arbor, Mich., 48104, 1971, 24 pp. 50¢.

This issue contains an interesting interview with Dr. Judith Bardwick on the Psychology of Women; a discussion on How Are Career-Oriented Women Different?; and Counseling Women. It also includes a fascinating bibliography to pursue the subject further.

EARNINGS TRENDS AMONG MAJOR LABOR FORCE GROUPS. News Release. USDL 75-493. Bureau of Labor Statistics, U. S. Dept. of Labor, Washington, D. C., 20210. Sept. 12, 1975, 6 pp. Single Copy. Free.

Principal findings of the U. S. Dept. of Labor's analysis are: working wives with full-time jobs reported average weekly earnings of $139 in May, 1975; women heading their own households averaged $151 per week; women generally averaged 61% of the average earnings for men (22!). This publication contains two tables on weekly earnings of wage and salary workers by selected characteristics, in current dollars, May, 1967-May, 1975.

ECONOMIC VALUE OF A HOUSEWIFE. Brody, Wendyce H. Division of Health Insurance Studies, Social Security Administration, U. S. Dept. of Health, Education and Welfare, Washington, D. C., 20201. (SSA) 75-11701. Aug. 28, 1975. 5 pp. Single Copy. Free.

Application of a market cost approach placed the average 1972 value of a housewife at $4,705; the highest value - $6,417 - was for women aged 25-34. After age 54, the average values began to decline at a much faster rate than at earlier ages. For women over age 54, the market value of the services they perform is lower than the earnings of a domestic worker since, as women age, their household responsibilities decrease.

EDUCATIONAL ATTAINMENT OF WORKERS. Special Labor Force Report. U. S. Bureau of Labor Statistics, U. S. Dept. of Labor, Washington, D. C., 20210, 1975, 7 pp. Single Copy. Free.

City in 1970. The incidence of poverty was four times higher among these families than those headed by a man and wife and a man alone. The total number of persons in these families headed by women reached 1.1 million -- an increase from 788,000 reported in 1960. Approximately one-third of these families reported incomes beyond the poverty level. Educational attainment, associated with lower poverty rates, nevertheless was no guarantee against poverty. Among women family heads who were college graduates and who had children under 6 years of age, 28% received incomes below the poverty level in 1969.

THE FEMINIST PRESS. 1976. Box 334, Old Westbury, New York, N. Y., 11568. 1976, 47 pp. Single copy. Free.

The Feminist Press, now five years old, does lots more than publish books, pamphlets, periodicals on women. They are concerned with teaching in-service courses, speaking to audiences, consulting with school systems, publishers and librarians, and provides a Clearinghouse on Women's Education. This brochure lists all their current publications.

FLEXIBLE CAREERS. Flexible Careers, Room 714, 37 South Wabash Ave., Chicago, Ill., 60603, 1974. $3.00.

A report of a one-year study of alternatives to the five-day, 40-hour work week. This report investigates the concepts of flexible schedule, portraying the state of programs such as flex-time and part-time employment, their advantages and disadvantages. Women who cannot be bound by the rigid nine to five, 40-hour week will find useful information in this study.

FORMAT TO DEVELOP AFFIRMATIVE ACTION PLANS. Office for Civil Rights. U. S. Dept. of Health, Education and Welfare, Washington, D. C., 20201, 1975. (Federal Register, August 25, 1975).

A revised order No. 4, Federal Contract Compliance, provides a format for use by colleges and universities to develop affirmative action plans, an approach to satisfy the requirements of this Order No. 4.

GATHERING DATA ON RESIDENTS OF POVERTY AREAS. Klein, Deborah Pisetzner. U. S. Dept. of Labor, Washington, D. C., 20010. Reprint from Monthly Labor Review, Feb., 1975, pp. 38-44, with corrections. Single Reprint. Free.

This article examines labor force characteristics of persons in areas where at least 20% of the population had incomes below the poverty threshold. Data are provided for poverty areas and non-poverty areas by age, sex, race, and occupation. Women in poverty areas were more likely to have service jobs than other women and less likely to have white-collar jobs. Women were even underrepresented in clerical jobs.

A GUIDE TO FEDERAL LAWS PROHIBITING SEX DISCRIMINATION. U. S. Commission on Civil Rights. U. S. Govt. Printing Office, Washington, D. C., 20402, 1974, 118 pp. $1.40.

This booklet explains policies and regulations of Federal agencies as well as current regulations which prohibit sex discrimination. It also describes the major provisions of each law and regulations, and the complaint procedures established under each.

HANDBOOK RESEARCH INFORMATION SEARCH SERVICES IN HEALTH AND WELFARE. Research Utilization Unit, Community Council of Greater New York, 225 Park Avenue South, New York, N. Y., 10003, 1975. 20 pp. Single copy. Free to professionals.

This booklet is a tool for the research user to help maximize the interchange and application of research in social welfare and health care delivery. It lists computerized research search services, some of which are free to the public, and several research information indexes. These are useful, time-saving research clearinghouse information resources.

HELPING NETWORKS IN THE URBAN COMMUNITY. A U-M Study funded by the National Institute of Mental Health. University of Michigan-Wayne State University, Ann Arbor, Michigan, 48104. (Institute of Labor and Industrial Relations.)

Preliminary findings show that employed women suffer less psychological stress, such as headache, tension, depression and trouble falling asleep, in contrast to unemployed women and housewives. Blue-collar women have the most problems and receive the least help from anyone, including their spouses. Women are the last hired and the first fired in these times of economic depression.

HIGHLIGHTS OF WOMEN'S EMPLOYMENT AND EDUCATION. Women's Bureau. Employment Standards Administration. U. S. Dept. of Labor, Washington, D. C., 20210, 1975, 2 pp. Free.

This pamphlet contains the number, ages, education, and other characteristics of women workers. It provides data on school and college enrollment and educational attainment of women, employment patterns and earnings.

HOW TO DECIDE: A GUIDE FOR WOMEN. Scholz, Nellie Tumlin; Prince, Judith Sosebee; and Miller, Gordon Porter. College Entrance Examination Board, Princeton, N. J., 08540, 1975, 128 pp. $5.95.

This book teaches a systematic decision-making process which can be applied and used in any area of life. Presented in workbook format, it is designed for the woman to take some action to change and enrich her life, and to make good decisions, considering alternative courses of action, asserting her need for personal and professional growth. This publication includes an interesting bibliography and a list of Women's Centers and their addresses.

THE IMPACT OF MIDDLE-AGED AND OLDER PERSONS. Facts and Trends in the Population, Labor Force, Industry. (In 5 parts.) National Council on the Aging, 1828 L Street, N. W., Washington, D. C., 20036.

Statistics, in convenient form, present a national, regional and state-wide picture of middle-aged and older persons, both men and women, and their labor-force activity.

THE JEWISH WOMAN. An Anthology. Response -- A Contemporary Jewish Review. Special Issue. Summer, 1973, 193 pp. $2.00.

These articles present the historic background of Jewish feminism and call for full recognition of women's vast potential contributions and achievements. This

anthology stresses the waste of human resources by not fully including women in positions where their competency is needed. Each article provides unique aspects of the emerging Jewish woman and her role in the Woman's movement.

JOB LOSERS, LEAVERS, AND ENTRANTS: TRAITS AND TRENDS. Special Labor Force Report. Bureau of Labor Statistics, U.S. Dept. of Labor, Washington, D.C., 20210, 1973, 13 pp. Single Copy. Free.

This report examines trends and characteristics of the unemployed during the past 6 years and reasons for unemployment. Jobless women are mostly entrants into the job market.

JOB SATISFACTION. Federationist. January, 1974, pp. 18-24. American Federation of Labor and Congress of Industrial Organizations. AFL-CIO Building, 815 16th Street N.W., Washington, D.C., 20006. Single Copy. Free.

Three articles discuss and compare differences in the index of job dissatisfaction in 1969 and in 1973. Wage inequities between men and women remain unchanged. Data indicate that women have made no appreciable impact on national statistics, working hours, job enlargement, and job enrichment.

JOB SATISFACTION: IS THERE A TREND? Manpower Research Monograph No. 30. Grant 92-26-72-35. Manpower Administration. U.S. Govt. Printing Office, Washington, D.C., 20402, 1974, 57 pp. 95¢.

Women workers, by and large, are about as contented with their jobs as are men. The only sex-related difference found in the importance workers assigned to various job facets was in the tendency of women to express more concern that do men with the socio-emotional aspects of work. Women also may be more concerned than men with the comfort aspects of their jobs (e.g., pleasant and hygienic physical surroundings, convenient hours, and good transportation to and from work).

JOB TENURE OF AMERICAN WORKERS. Bureau of Labor Statistics. U.S. Dept. of Labor, Washington, D.C., 20210, 1975, 20 pp. Single Copy. Free.

This special labor force report examines the job tenure of men and women, and how it varies by demographic characteristics of the workers, by industry, and changes in length of employment in the past decade. Job tenure is closely related to age and sex. Women averaged 2.8 years on the same job, compared with 4.6 years for men. Further data are provided by age, educational attainment, race, marital status, and occupation.

MALE-FEMALE WAGE DIFFERENTIALS IN URBAN LABOR MARKETS. Oaxaca, Ronald L. Baker's Dozen: Abstracts of 13 Doctoral Dissertations Completed Under Manpower Administration Research Grants. Manpower Research Monograph No. 27, pp. 73-77. U.S. Govt. Printing Office, Washington, D.C., 20402, 1973, 112 pp. $1.35.

As long as some form of market segregation is possible, wage differentials can continue to exist since the legislation requires that men and women receive equal pay for equal work only if they work at the same place of employment.

MARITAL AND FAMILY CHARACTERISTICS OF THE LABOR FORCE. Special Labor Force Report. U. S. Bureau of Labor Statistics, Washington, D. C., 20210, March, 1975, 9 pp. Single Copy. Free.

Over the past year, ending March, 1975, the number of unemployed married women nearly doubled; their unemployment rate reached 8. 5% -- the highest recorded since 1940. About half of the unemployed married women reported job loss as the reason for unemployment. The number of women who head families rose by over 400, 000 to reach 7. 2 million in March, 1975 -- the largest over-the-year increase in more than 15 years.

MATURE WOMEN -- THE NEW LABOR FORCE. Moser, Collette H. Industrial Gerontology -- Problems, Potentials of Work and Age. Vol. 1, No. 2, Spring, 1974, pp. 14-25.

This article outlines major changes in the labor force over the last few decades, specifically as they relate to mature women. Re-entry problems are discussed in terms of data on unemployment. It also discusses the quality of labor-force activity of mature women, their occupations and earnings. The labor-force participation rate for mature women is highest for those aged 45-54 (53. 9%). In 1972, 3. 3 million, or 53% of women family heads were in the labor force representing 10% of the total 33 million working women. The key factor in the widening gap between men's and women's earnings is the kind of job held by women.

THE MIDDLE YEARS: NEITHER TOO YOUNG NOR TOO OLD. Jaffe, A. J. Industrial Gerontology, Sept., 1971 (Special Issue.) National Council on the Aging, 1828 L. Street, N. W., Washington, D. C., 20036, 1971, 90 pp. $1. 50.

This study of Americans in their Middle Years, concentrates on their roles as workers, the extent of formal education and occupational movements, income, family structure in relation to making a living, etc. More of the Middle Years' women work than women in any other age group, and more are full-time than part-time workers. This report stresses the job aspects of the middle years and conflicts arising out of the job, which may be applicable to American workers as a whole. Includes 54 references.

MINORITIES AND WOMEN IN STATE AND LOCAL GOVERNMENT. U. S. Govt. Printing Office, Washington, D. C., 20402, 1974, 197 pp. $2. 90.

This U. S. Summary, Volume I, contains statistics compiled from 5, 000 reports filed with the Equal Employment Opportunity Commission by State and local governments. Data indicate that in some areas minorities and women are concentrated in functions and job categories with low median salaries; women generally earn lower salaries than men in similar jobs and functions, and work in jobs with little or no opportunity for advancement.

THE MYTH AND THE REALITY. Women's Bureau. Employment Standards Administration. U. S. Dept. of Labor, Washington, D. C., 20210, 1974, 3 pp. Single Copy. Free.

This report helps dispel the myths surrounding women in the labor force by listing them side-by-side with the facts.

1970 CENSUS OF HOUSING AND LIVING ARRANGEMENTS. The second report of

"Older Persons in New York State". New York State Office for Aging, 855 Central Avenue, Albany, N. Y., 12206, 1974, 49 pp. Single Copy. Free.

Data in this report show that: Over half (53.2%) of the older women (65+) in the State are widows; only one-third (32.8%) are currently married, although over two-thirds (69.4%) of older men are now married; older persons in larger places, are more likely to be 75 years of age or over, women and widowed.

NO LONGER YOUNG: THE OLDER WOMAN IN AMERICA. In two Volumes. Institute of Gerontology, 543 Church St., Ann Arbor, Michigan, 48104. "Word Group Reports", 1974, 85 pp. Paper, $1.95; "Occasional Paper in Gerontology", No. 11, 1975, 113 pp. Paper. $2.95.

These volumes explore the older woman's social and legal status, her changing role, and her continuing socioeconomic deprivation. They also explore ways for women to meet the challenges of later decades of the life span. The first volume records the 17 working sessions and the second one covers the discussions and conclusions of these sessions on such topics as: biological myths and realities, alternative life styles, ethnic variations, life-span behavior patterns, volunteerism, media and second careers, retirement, etc.

OCCUPATIONAL RANKINGS FOR MEN AND WOMEN BY EARNINGS. Sommers, Dixie. U. S. Dept. of Labor. Reprint from Monthly Labor Review, August, 1974, pp. 34-51, Washington, D.C., 20210. Reprint 2988. Single Copy. Free.

This article presents median earnings of men and women by occupation, median age, median school years completed, percent of women in the occupation. For men, physicians had the highest earnings: $25,000. Female physicians averaged $9,788. Earnings of women were lower than men's in every occupation except public-school kindergarten teachers. Women employed in occupations dominated by men earn less than the men, but more than women in other occupations.

OCCUPATION, EMPLOYMENT AND LIFETIME WORK EXPERIENCE OF WOMEN. Census Bureau Public Information Office, Room 2089. FOB 3, Suitland, Md., 20233. Single Copy. Free, Limited.

Results of the 1970 Census show that among young professional women, there is no noticeable shift to traditionally male-oriented occupations such as lawyers, engineers; the tendency is to choose careers as teachers, nurses, librarians and social workers. Women between the ages 30 to 34 and 40 to 44 are earning only about two-thirds as much as men. This study was based on the relationship between the work experience of women 30 to 44 years old and their earnings by Larry Suter and Dr. Herman Miller of Temple University.

OLDER AMERICANS: POPULATION PROJECTIONS AND COMPARISONS WITH THE YEAR 2000. Johnson, Charles E., Industrial Gerontology -- Problems, Potentials of Work and Age, Vol. 1, No. 4, Fall, 1974, pp. 37-44.

Higher death rates for males at all ages has led to a female majority. In 1974, 55% (35.5 million) of all Americans, 45 and over, 39.6 million will be men, and 47.5 million, women. The full employment of the growing number of women in the labor force will require the continued movement of women into occupations formerly dominated by men.

OLDER PERSONS IN NEW YORK STATE: 1970 POPULATION COUNTS. New York State Office for the Aging. 855 Central Avenue, Albany, New York, 12206, 1974, 45 pp. Single Copy. Free.

This booklet is the first of a series of monographs which will include descriptions of specialized programs and services for the elderly, evaluation and research studies, and new ways of serving the aging. Some of the data presented in this booklet show that there are three women to every two men in the older age group; that 59% of every 100 older persons in the State are women, outnumbering older men by 348, 372. New York City has a larger proportion of the State's older population than of its under-65 population; also, over one-third (36. 5%) of the 65-and-over population have reached their 75th birthday.

1001 JOB IDEAS FOR TODAY'S WOMAN. Lembeck, Ruth. A Checklist Guide to the Job Market. Doubleday Dolphin Books, Garden City, N. Y., 1974. 268 pp. $2. 50.

This publication suggests ways to work part-time, full-time, free lance, at home and in the office and as entrepreneur.

OPENING OPPORTUNITIES FOR WOMEN IN JEWISH COMMUNAL SERVICE. Feinstein, Sara. Joural of Jewish Communal Service, Vol. 52, No. 2, December, 1975. Pp. 153-162.

A recent inquiry into current practices in seven fields, representing Jewish Communal Services, revealed that while many women have attained positions of considerable responsibility, few have achieved top echelon posts in agencies, institutions and organizations.

PEOPLE WHO LIVE ALONE IN NEW YORK CITY. Community Council of Greater New York. Research Dept., 225 Park Averue South, New York, N. Y., 10003, 1974, 29 pp.; 20 pp. of tables. $2. 00.

In 1970, more than one-third of all persons living alone in the city were 65 years and over. Of this population, three were women to every man. Some 27% of all living alone were counted as poor. Forty-four percent of those 65 years and over were living on incomes below the poverty level. This report focuses on economic issues, and includes reference to characteristics of age, sex and race. People living alone paid almost as much monthly rent as all rented households, but had median income ($4300) less than 60% of that ($7200) of all rented households. Forty percent of older women are widows.

A PROFILE OF THE ELDERLY WOMAN. Williams, Blanch. Aging, Nov-Dec., 1975. pp. 12-13. National Clearinghouse on Aging, Administration on Aging, U. S. Dept. of Health, Education, and Welfare, Washington, D. C., 20201.

This issue of Aging highlights conferences and other events, with regard to the Older Woman, in recognition of International Women's Year. The article "Profile of the Elderly Woman" provides statistical data on woman's life expectancy, their number employed, income, race and education, marital status,

living arrangements, geographic distribution... as of 1974. About 13% of families headed by elderly women reported incomes below the poverty level, and for elderly women living alone, the proportion below the poverty level was much higher. Another interesting article in this issue is an Interview with Tish Sommers "On Growing Older Female" -- a Feminist View, pp. 11-12.

PROGRAMS FOR ADULTS. Schlossberg, Nancy K. Personnel and Guidance Journal, Vol. 53, No. 9, May, 1975, pp. 681-685.

More and more adult women are confronted by the confusing barrage of "what if's" and "if only's". "What if I had known earlier that women could be women as well as engineers?" These are cries of mature women who feel that there is no turning back. This article suggests possible solutions and provides some special programs, such as counseling and placement agencies geared especially for women.

PUBLICATIONS OF THE WOMEN'S BUREAU. Women's Burea. U.S. Dept. of Labor, Washington, D.C., 20210, 1975, 8 pp. Free.

This booklet lists all current and available materials availble from the Women's Bureau; a great majority of these are free of charge.

SEXISM CONFRONTED: Women in Higher Education. PS, Postsecondary Education in New York State, Vol. 3, No. 3, May/June, 1975, p. 3. New York State Education Department, Twin Towers, Suite 1923, 99 Washington Ave., Albany, New York, 12230. Single Copy. Free.

This article provides a general overview of the status of women in higher education. Subsequent issues of PS will focus on particular aspects of this topic: women students, non-traditional studies, women studies, women faculty administrators, etc.

SEX-ROLE ATTITUDES AND THE CAREER CHOICES OF MALE AND FEMALE GRADUATE STUDENTS. Valentine, Debbie, Ellinger, Nancy, and Williams, Martha. Vocational Guidance Quarterly, Vol. 24, No. 1, Sept., 1975. Pp. 48 - 53.

Women in non-traditional fields seem to experience more role strain and discomfort than women in more traditionally feminine fields. The source of the strain may be their male colleagues' attitudes rather than their own.

SEX ROLES: A RESEARCH BIBLIOGRAPHY, U.S. Govt. Printing Office, Washington, D.C., 20402, 1975, 362 pp. $3.50.

This bibliography, organized by subject, covers literature on an international level and concentrates on the influence of sex roles on individual behavior and on societal institutions. Each entry includes a brief description of the research project and/or resulting publications.

SOCIAL SECURITY: A WOMAN'S VIEWPOINT. Sommers, Tish. Industrial Gerontology, Vol. 2, No. 4, Fall, 1975, pp. 266-279.

Sex discrimination in employment begets sex discrimination in retirement. The exclusion from "man-paying" jobs continues to haunt women into their old age and receive low benefits as retirees or disabled workers. Women are punished

for motherhood -- the long periods women are out of the job market for child rearing show up later in reduced benefits. The displaced homemaker, now a new category of disadvantaged persons -- too old to find jobs, and too young for Social Security. Some suggested points for changes are recommended.

THE STRUCTURE OF THE U.S. ECONOMY in 1980 and 1985. U.S. Bureau of Labor Statistics, Bulletin 1831. U.S. Govt. Printing Office, Washington, D.C., 20402, 1975, 495 pp.

These employment projections by industry serve as a benchmark against which to measure the performance of the economy. Current statistical data on women is provided on a Table: "Total labor force by age and sex, selected years 1955-72 and projected 1980 and 1985", (pp. 15-17). The future changing age-sex composition will have important implications on the labor force. After 1980, the growth of the 35 to 54 age group, particularly among women, begins to increase, marking the beginning of the effects of the sharp decline in fertility rates which continued during the early 1970's. The women labor force is expected to expand to 38.7% by 1985.

A SURVEY OF RESEARCH CONCERNS ON WOMEN'S ISSUES. Daniels, Arlene Kaplan. Project on the Status and Education of Women. Association of American Colleges, 1818 R Street, N.W., Washington, D.C., 1975, 43 pp.

This publication is intended as a guide and stimulus for those who want to undertake or fund research on women. It reviews the current status on women: The Women's Movement, Socialization and the Educational System, the World of Work, Marital Status and Family, Health and Life Cycle issues, Practical Concerns to Women, etc. Provides some research questions and information required to promote positive changes in social policy affecting women.

TODAY'S JEWISH WOMAN: THE CHALLENGE OF CHANGE. Margolis, Vera S. Journal of Jewish Communal Service, Vol. 52, No. 2, December, 1975, pp. 145-152.

The author discusses the difficulties of the Jewish woman in a changing world in which women are now encouraged to work and share in the community and to fulfill herself in the nurture of her children and help her husband to fulfill his domiant male role. She presents the role of women in the Orthodox, Conservative and Reform points of view, and each with its own unique style.

TODAY'S WOMEN STUDENTS: NEW OUTLOOKS, OPTIONS. Wilson, Kenneth M. Findings, Vol. 1, No. 4, 1974, pp. 5-8. Educational Testing Service, Princeton, N.J., 08540. Periodical. Free.

College Research Center (CRC), a multicampus agency for cooperation in institutional research, in their surveys of women students at nine selective liberal arts colleges that traditionally have been for women only, find that today's women students are a "new breed", projecting much smaller families, seeking non-traditional avenues for career development, and becoming increasingly liberal in their views of women's role in society. These trends seem to be characteristic of a broad spectrum of college women.

TRENDS IN WOMEN'S OCCUPATIONS, NEW YORK STATE, 1960 to 1970. Labor Research Report. 1973-No. 18, October, 1973. Division of Research and Statistics, New York State Dept. of Labor, 80 Centre Street, New York, N. Y., 10013, 42 pp. Single Copy. Free.

This report shows the changes in women's occupations and participation rates by occupation over the last decade. It shows the occupations in which women have the best opportunities, and the percentage of their employment in particular occupations.

TWENTY FACTS ON WOMEN WORKERS. Women's Bureau. Employment Standards Administration. U. S. Dept. of Labor, Washington, D. C., 20210, 1975, 3 pp. Single Copy. Free.

This pamphlet lists twenty of the most sought-after facts about women workers.

UNEMPLOYMENT AMONG HOUSEHOLD HEADS. Employment in Perspective. Bureau of Labor Statistics, U. S. Dept. of Labor, Washington, D. C., 20210, 1975, 15 pp. Single Copy. Free,

Household heads accounted for 39% of the unemployed in April, 1975. The unemployment rate for male family heads in April, 1975, was 5. 3% -- much lower than the 9. 3% rate for female family heads, who are often raising children on their own and face high unemployment in good times as well as bad.

U. S. WORKING WOMEN. A Graphic Report on the Changing Role of Women in the Labor Force. U. S. Dept. of Labor. U. S. Govt. Printing Office, Washington, D. C., 20402, 1975.

This chartbook illustrates the growing importance of working women in the U. S. Economy. Today's 37 million working women make up 40% of the country's work force. Fifty-six charts present a wide array of data on the characteristics of working women and the changes in their status over the past quarter of a century. It provides statistics on women's employment and unemployment, income of working women, their education, job tenure, work-life expectancy, marital and family status, etc.

WE THE AMERICAN WOMEN. U. S. Bureau of the Census, U. S. Dept. of Commerce, U. S. Govt. Printing Office, Washington, D. C., 20402, 1973, 16 pp. 40¢.

This publication provides statistical and analytical data from the 1970 census showing a profile of women in various categories: The median school years completed by race and sex, 1940-1970; jobs women hold; women in the work force, 1900-1970; poverty status; growth rate. The American woman will exert a more powerful influence on the destiny of the United States, due to her increasing participation in the labor force, her growing educational background, her majority in the electorate, and her wishes as to family size, which will determine the nation's future population growth.

WHAT SHOULD YOU KNOW ABOUT THE WORKING WIFE AND MOTHER? Wagenheim, Helen Stocken. Occupational Mental Health, Vol. 2, No. 1, Spring, 1972, pp. 2-12.

Dr. Wagenheim, a psychiatrist, a working wife and mother, with a private practice, discusses personality traits that help a woman combine work, mar-

riage and the rearing of children successfully. Comments on this article, solicited from several individuals, representative of the readership of Occupational Mental Health, are included.

WHERE WOMEN WORK -- ANALYSIS BY INDUSTRY AND OCCUPATION. Waldman, Elizabeth and McEaddy, Beverly J. Monthly Labor Review, Vol. 97, No. 5, May, 1974. (One of eight articles on women.) U. S. Govt. Printing Office, Washington, D. C., 20402. Single Issue. $1.40.

This article looks at the trend in employed women as a percent of total employed by industry from 1940 to 1970. The comparison is made between 1964 and 1973. It also discusses the occupational distribution of wage and salary workers by sex between 1940 and 1970.

WHO ARE THE WORKING MOTHERS? Bureau of Labor Statistics. U. S. Dept. of Labor, Washington, D. C., 20210, 1975. Pamphlet. Single Copy. Free.

This brochure discusses the problems of working mothers, their arrangements for child care, proportions of working mothers where husband is present, occupations of working mothers compared with those of other women workers.

WHY WOMEN WORK. Women's Bureau. Employment Standards Administration. U. S. Dept. of Labor, Washington, D. C., 20210, 1974, 3 pp. Free.

Nearly 35 million women are in the labor force; 6.6 million families are headed by women; about 3.5 million or 53% of these family heads are in the labor force; nearly two-thirds of these women are the only earners in their families. Women work for the same reasons that men do -- to help meet rising costs of food, education for their children, medical care, etc. Most of the 7.7 million single women workers work to support themselves and/or others.

WOMANPOWER. The November, 1975 issue of Manpower Magazine, in honor of International Women's Year. U. S. Govt. Printing Office, Washington, D. C., 20402, $1.30.

This special issue focuses on women's struggle for equality in the workplace, their progress toward that goal and problems remaining to be solved. A series of articles reports on women executives, discriminatory employment laws, non-traditional jobs, training opportunities, the movement of women into the skilled crafts. An article "Women in Manpower", spotlights five women holding top level jobs in the manpower field.

WOMEN AND FILM: A RESOURCE HANDBOOK. Project on the Status and Education of Women. Association of American Colleges, 1818 R Street, N. W., Washington, D. C., 20009, 1975, 26 pp. Single Copy. Free to professionals.

This Bibliography suggests ideas for planning a film festival, provides suggestions for reducing costs, lists feature-length films pertinent to women's roles, and source information for films shown at the First International Festival of Women's Films. It also contains resources for short films, slides programs, directories of films about women, feminist film companies, etc.

WOMEN AND MENTAL HEALTH. Selected Annotated References, 1970-1973. U. S.

Govt. Printing Office, Washington, D.C., 20402, 1974, 247 pp. $2.45.
This Bibliography provides information on the social, economic, and psychological pressures on women and shows the diversity of expert opinion on female psychological and sociological processes. Serves as a background and reference source for community action groups.

WOMEN AND POVERTY: Staff Report of the U.S. Commission on Civil Rights, U.S. Govt. Printing Office, Washington, D.C., 20402, 1974, 81 pp. $1.45.
This report covers 5 areas of concern: deomgraphic profiles of poor women, public assistance to women with dependent children, the impact on poor women of Federal Manpower Programs, Federal Child Care legislation, and the elderly poor.

WOMEN AND SOCIAL SECURITY: Law and Policy in Five Countries. U.S. Govt. Printing Office, Washington, D.C., 20402, 1973, 95 pp. 75¢.
Reviews the major social security provisions relating to women in Belgium, West Germany, Great Britain, France and the United States. It also describes the mid-1972 status of reform proposals in those five countries.

WOMEN AND WORK. Office of Information, Publications and Reports. U.S. Dept. of Labor, Washington, D.C., 20210. News, a monthly news service directed to the American working woman. Free to news media, educational, business and organization officials concerned with matters of interest to women.
This monthly news service for women contains feature articles, news items, career opportunities for women, labor legislation concerning women, actions to improve the status of women, etc.

WOMEN AT WORK: A SYMPOSIUM. Monthly Labor Review, Vol. 93, No. 3, June, 1970. U.S. Govt. Printing Office, Washington, D.C., 20402, June, 1970. 75¢.
This complete issue devoted to women at work discusses women in the labor force, features several articles on women's role in the labor market.

WOMEN IN APPRENTICESHIP -- WHY NOT? Briggs, Norma. Manpower Research Monograph No. 33, Manpower Administration, U.S. Govt. Printing Office, Washington, D.C., 20402, 1974, 34 pp. 75¢.
This monograph analyzes the changes catalyzed throughout the three-year study of the experiences of women apprentices. Some of the items covered in this study are: Perceptions of women as workers; breaking into an all-male world; apprenticing the day-care teacher occupation; apprenticing health-related occupations; extending apprenticeship to "women's trades"; women in unsuitable jobs; facts and perceptions; criteria for apprenticeable occupations; etc.

WOMEN IN 1974. Citizens' Advisory Council on the Status of Women. U.S. Govt. Printing Office, Washington, D.C., 20402, 1975, 55 pp. $1.20
Women's advancement in 1974 in politics, employment, education,in the media, and legistlation are discussed in this booklet. The appendices contain interesting information on women in Congress, women state legislators, women elected to state-wide offices, fall enrollment of full-time women students, percentage of women in two-year, and four-year colleges and universities, and national organizations supporting the Equal Rights Amendment.

WOMEN IN PROFESSIONAL TRAINING--AN UPDATE. Parrisy, John B. Monthly Labor Review, Vol. 98, No. 11, November, 1975.

The proportion of women training for the professions continues to increase. This article provides statistical data for women as a percent of total enrollment in 1960, 1973 and 1974.

WOMEN IN THE JOB INTERVIEW. Survey conducted by Joan Gopdrich, Janina Latack, and Shirley Roels. U-M Office of Career Planning and Placement. New York Commission on Human Rights, Research and Information Division, 52 Duane Street, New York, N. Y., 10017, 1975. Songle Copy. Free to professionals.

Women in job interviews often display a shortsightedness about career demands, while most employers are looking for women who know what they want from a career. There seems to be a mixture of changing attitudes and traditional viewpoints toward women, both by the employer and the women applicants themselves. While women are becoming more career oriented, their career goals and plans for the future are more short-term than men's. Marital status did not seem to have a great impact on women's attitudes toward overtime work.

WOMEN IN THE LABOR FORCE: THE LATER YEARS. McEaddy, Beverly. Monthly Labor Review, Vol. 98, No. 11, November, 1975.

In 1974, the 22 million women 55 years of age and over in the U. S. outnumbered men of the same group by about 5 million, a result of the longer lifespan of women. The effect of marital status on labor-force participation is apparent in every age group, but the single most important factor in determining the labor-force status of women 55 years of age and older. Most working women retire in their early 60's. Few women receive pensions from private employers, partly because of the low incidence of pension plans in industries, where women are typically employed.

WOMEN IN THE LABOR FORCE: THE MIDDLE YEARS. Klein, Deborah Pisetzner. Monthly Labor Review, Vol. 98, No. 11, November, 1975.

This article provides statistical data on the employment status of women 25 to 54 years old, and compares the annual averages of 1964 and 1974. As of May, 1974, earnings differentials between men and women still persist. Equality in job tenure was still a major obstacle for women. Within the professional and technical category, women comprise 75% or more of the elementary-school teachers, nurses and librarians, but 10% or less of the engineers, doctors, and lawyers.

WOMEN IN THE PROFESSIONS, 1870 - 1970. Blitz, Rudolph C. Monthly Labor Review, Vol. 97, No. 5, May, 1974, pp. 34-39. Reprint 2968. U. S. Bureau of Labor Statistics, U. S. Dept. of Labor, Washington, D. C., 20212. Single Reprint. Free.

This article provides a brief analysis of women in the labor force and in professional jobs, 1870-1970. The proportion of women in the labor force has grown steadily while the proportion of professional jobs declined steadily as job structure has shifted toward professions dominated by men.

WOMEN IN THE WORKFORCE. Monthly Labor Review. Marks International Women's Year. Nov., 1975, Vol. 98, No. 11, U.S. Govt. Printing Office, Washington, D.C., 20402. Single Copy. $1.90.

Three articles deal with Women in the Labor Force, Early Years, the Middle Years, and the Later Years. This issue also reports on women's occupations, updates an earlier report on women's professional training and reviews two new books on women as labor-froce participants. More than half of the women 25 - 54 are in the labor force; about one-fourth of the more than 22 million women 55 and over are in the labor force. The articles also provide information about the educational attainment of working women, kinds of work they do, and their earnings.

WOMEN IN THE WORK PLACE. Monthly Labor Review, Vol. 97, No. 5, May, 1974, U.S. Govt. Printing Office, Washington, D.C., 20402. Single Copy. $1.40.

Eight articles in this issue report on the continuing problems women face in the labor force with respect to sex stereotyping in the skilled trades; women remain clustered in fewer occupational groups than men; differential between men and women in labor unions; a steady decline of women in the professions, with the occupational structure toward professions being dominated by men. This issue focuses on opening new fields of work for women that are able to enter the same types and levels of jobs that men hold.

WOMEN IN THE WORLD. Bureau of Public Affairs. Dept. of State, Washington, D.C., 20520. Periodical, 8 pp. Single Copy. Free to professionals.

This publication discusses women's Indispensable Role in Foreign Policy Process, international relations, etc. Keeps one up-to-date on women in foreign affairs.

WOMEN IN THE WORLD OF WORK: REVIEW AND SYNTHESIS OF RESEARCH ON. Kievit, Mary Back. ERIC Clearinghouse on Vocational and Technical Education. U.S. Govt. Printing Office, Washington, D.C., 20402, 1972, 96 pp. 55¢

Examines facilitators to maximizing opportunities for personal satisfaction and achievement. Suggests recommendations. Bibliography is included.

WOMEN IN VOCATIONAL EDUCATION: Project Baseline Supplemental Report. Steele, Marilyn. Project Baseline, 6502 No. 35th Ave. Northern Arizona University, Flagstaff, Arizona, 1975, 146 pp. Single Copy. Free to professionals.

This report reviews the current status of women in Vocational Education to determine if there is a cause-effect relationship between school practices and limited job options for women in the world of work. Women who comprise 37% of the work force are concentrated in teaching, health, and office occupations. They earn only 60% of the average wages paid to men, despite the fact that they work because of economic need. Women in Vocational Educational programs comprise 55.5% of total vocational educational enrollments; but programs are generally female-intensive and limited to child development, home economics, and consumer education -- areas which show low earning. This volume covers the current status of women in the world of work, sexism in society and education, affirmative action for women

in education and employment, and implication for change in vocational-technical education. Twelve recommendations for action programs for women are suggested.

WOMEN JOBSEEKERS AND THE NEW YORK STATE EMPLOYMENT SERVICE. July 1, 1971-June 30, 1974. Publications Unit, New York State Dept. of Labor, Division of Research and Statistics, State Campus, Albany, New York, 12201, 1975, 24 pp. Single Copy. Free.

This report describes what the New York State Employment Service has done for women jobseekers over this three-year period, and compares these services to women with services to men. These services include counseling, testing, enrollment in training and placement. It compares characteristics of registered males, and females by age, occupational group and wage rates.

WOMEN, MARRIAGE, AND THE DOCTORATE. Centra, John A. Findings, Vol. 2, No. 4, 1975. Educational Testing Service, Princeton, N. J., 08540.

Combining roles as wife and professional for wife and graduate student is becoming increasingly common. Those nearing retirement would have preferred to work only part-time. Flexible working hours is suggested for this group. This arrangement gives both husband and wife more time for other professional interests and family responsibilities. The future goal for men and women is not identical careers but equality of opportunity so that both men and women can do what they choose to do without struggling against stereotyping.

WOMEN'S BUREAUS AND COMMISSION ON THE STATUS OF WOMEN. Also, WOMEN'S BUREAU: A History of 55 years of Partnership with Women. Women's Bureau. Employment Standards Administration. U. S. Dept. of Labor, Washington, D. C., 20201, 1975, 15 pp.; 8 pp. Single Copies. Free.

Guides to functions and services.

WOMEN'S CHANGING EXPECTATIONS -- NEW INSIGHTS, NEW DEMANDS. Fitzgerald, Laurine E. Counseling Psychologist, Vol. 4, No. 1, 1973, pp. 90-95.

Despite the revisions, guidelines and amendments in Federal legislation against sex discrimination in employment, issues are still being brought in court. More than 2,000 laws exist in various states which grant, extend or withhold privileges on account of sex; women in their decisions are often confronted by conflicting legal restrictions. The mature woman who returns to employment or views education as a stepping stone to employment security is responsive to realistic assessment of her potentials, and sensitive to the use of tests which tend to exclude women, or the use of a patronizing approach by the counselor.

WOMEN'S LIFE STYLES IN THE '70's. Campbell, Rita Ricardo. Citizen's Advisory Council on the Status of Women, Washington, D. C., 20210, 1971, 6 pp. Single Copy. Free.

The average woman worker today is married, over 40, has a life expectancy of 75 years, and will probably face a reduction in the work week. The life style of these women will likely be a combination of part-time or full-time work with marriage and children, and/or continuing education included. Women in the U. S. generally have not been accepted in the higher-paid positions, as in other parts of the world.

WOMEN'S PARTICIPATION IN LABOR ORGANIZATIONS. Monthly Labor Review, Vol. 97, No. 10, Oct., 1974, pp. 3-9.

Women make up one-fifth of union enrollment. This article examines the various aspects of union membership by women, including where they are concentrated, their earnings, participation in union activities and the offices they hold. More women are joining unions, but not playing a greater role in union leadership. It also provides information on women in national unions and in professional and State employee associations.

WOMEN'S PARTICIPATION RATES, 1960 and 1970. See "Trends in Women's Occupations, New York State, 1960 to 1970". Division of Research and Statistics, New York State Dept. of Labor, 80 Centre Street, New York, N. Y., 10013, 1973, 42 pp. Single Copy. Free.

A "participation rate" measure was used as a ratio of the percent of women in a particular occupation to their percent in all occupations combined. This booklet provides partcipation rates for women in the 20 occupations and shows the changes in the employment of women by major occupation group.

WOMEN WORKERS: HOMEMAKERS AND VOLUNTEERS. Felmley, Jenrose. Business and Professional Women's Foundation, 2012 Massachusetts Ave., N. W., Washington, D. C., 20036, 1975. $1.00.

This Bibliography reviews some 82 recent publications on establishing an economic value for work in the home, or in volunteer work for academic or employment credit. It includes a short description of the conclusions of each.

WOMEN WORKERS IN A CHANGING WORLD. Report by the International Labor Organization. Maymi, Carmen R. Women's Bureau, U. S. Dept. of Labor, Washington, D. C., 20210, 1973.

Women make up more than a third of the work force of the world and are now entering new fields and occupations -- chemical, electronics and pharmaceutical industries. Despite the many changes among women workers in the last ten years, many societies are reluctant to adjust to the changing role of women.

WOMEN WORKERS: PROFILE OF A GROWING FORCE. Jacobson, Carolyn. Federationist, Vol. 81, No. 6, July, 1974, pp. 9-15.

With decreasing family size and legislation outlawing discrimination, and the emergence of the women's movement, there is an accented trend toward higher female consciousness of career potentials. However, those women entering the traditional men's occupations find themselves in low-level jobs with limited futures. There are relatively few professional women in most fields, with the exception of traditonally "women's professions". Pay differentials based on sex are greater than those based on race or national origin.

WOMEN WORKERS TODAY. Women's Bureau, Employment Administration, U. S. Dept. of Labor, Washington, D. C., 20210, 1974, 8 pp. Free.

This summary report analyzes the age, marital status, educational attainment, worklife patterns, occupational and earnings of women in the labor force. The average woman worker has changed from that of the 28-year-old single factory worker or clerk of 1920 to that of the 36-year-old married woman of today who may be found in the expanding industries, vital health and educational services, factories, stores and offices.

WORK EXPERIENCE OF THE POPULATION IN 1974. Special Labor Force Report, Bureau of Labor Statistics, U. S. Dept. of Labor, Washington, D. C., 20210, 1975, 8 pp. Free.

This report shows that women and teenagers were the leading increase in number and worked during the year. This survey provides statistics on work experience of persons, by extent of employment, by age, sex, race, and marital status.

A WORKING WOMAN'S GUIDE TO HER JOB RIGHTS. U. S. Govt. Printing Office, Washington, D. C., 20402, 1974, 50 pp. 60¢.

This booklet provides a summary of Federal legislation concerning the legal protection of a woman's employment opportunities affecting pre-employment, post-employment, and on-the-job rights. It also includes locations of various State and Federal agencies that provide personal assistance.

WORKING WOMEN AND THE DIVISION OF HOUSEHOLD TASKS. Hedges, Janice N., and Barnett, Jeanne K. Reprint from the Monthly Labor Review, April, 1972. Bureau of Labor Statistics. U. S. Dept. of Labor, Washington, D. C., 20210, 1972. Single Copy. Free.

Increases in the proportion of women workers who are married, together with the rise of the women's liberation movement, has focused attention on the family roles of husband and wife, when both are working. The division of work between husband and wife seems to be about the same at all educational levels.

WORLD PROGRAM OF ACTION. A Document of Equality, Peace and Development. Proceedings of the International Women's Year World Conference, held in Mexico, July 2, 1975. Public Inquiries Unit, Room 57. United Nations, New York, N. Y., 10017, 1975. 49 pp. + Single Copy. Free. Limited.

This Document contains items adopted by the World Conference for a 10-year plan of action to improve the status of the world's two billion women. It stresses the need to increase the role of women in development and in the decision-making processes in their countries. Specific areas deal with the status of women in education and training, the political process, employment and related economic roles, health and nutrition, the family, population questions, housing and social services.

1975 HANDBOOK ON WOMEN WORKERS. Bul. 297. U. S. Govt. Printing Office, Washington, D. C., 20402. 1976. 435 pp. $4.70.

This valuable sourcebook on women presents the information to help chart the future course of national efforts to make men and women equal partners in contributing to national growth. Among major topics covered are: working wives and mothers, minority women, women in unions, occupations and income, education and training, Federal and State laws, commissions on the status of women, and international organizations and activities.

ABOUT

FEDERATION EMPLOYMENT AND GUIDANCE SERVICE

Federation Employment and Guidance Service, founded in 1934, a member society of the Federation of Jewish Philanthropies of New York, offers the following services through facilities in Manhattan, Brooklyn, the Bronx, Queens, Nassau and Suffolk:

Vocational rehabilitation, job placement, skills training, individual educational and vocational guidance, group vocational guidance, psychological testing, scholarships, research, and a vocational library.

Since 1934, the agency has served more than 1,250,000 applicants and over 50,000 employees.

The agency's vocational rehabilitation program is approved by the Commission on Accreditation of Rehabilitation Facilities and its vocational guidance service by the American Personnel and Guidance Association.

Michael Saphier
President

Alfred P. Miller
Executive Director

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